

LEGISLATURE OF THE STATE OF IDAHO
Sixty-second Legislature Second Regular Session - 2014

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 616

BY APPROPRIATIONS COMMITTEE

AN ACT

APPROPRIATING MONEYS TO THE DEPARTMENT OF LANDS FOR FISCAL YEAR 2015; LIMITING THE NUMBER OF AUTHORIZED FULL-TIME EQUIVALENT POSITIONS; EXEMPTING CERTAIN APPROPRIATION OBJECT TRANSFER LIMITATIONS; AND PROVIDING GUIDANCE FOR EMPLOYEE COMPENSATION.

Be It Enacted by the Legislature of the State of Idaho:

SECTION 1. There is hereby appropriated to the Department of Lands, the following amounts to be expended according to the designated programs and expense classes, from the listed funds for the period July 1, 2014, through June 30, 2015:

	FOR PERSONNEL COSTS	FOR OPERATING EXPENDITURES	FOR CAPITAL OUTLAY	FOR TRUSTEE AND BENEFIT PAYMENTS	TOTAL
I. SUPPORT SERVICES:					
FROM:					
General					
Fund	\$411,400	\$255,900	\$42,000		\$709,300
Department of Lands					
Fund	528,600	314,600	47,300		890,500
Indirect Cost Recovery					
Fund	89,800	128,200	6,700		224,700
Endowment Administrative					
Fund	<u>2,676,800</u>	<u>1,069,700</u>	<u>156,400</u>		<u>3,902,900</u>
TOTAL	\$3,706,600	\$1,768,400	\$252,400		\$5,727,400
II. FOREST RESOURCES MANAGEMENT:					
FROM:					
General					
Fund	\$651,700	\$293,900	\$86,300		\$1,031,900

	FOR PERSONNEL COSTS	FOR OPERATING EXPENDITURES	FOR CAPITAL OUTLAY	FOR TRUSTEE AND BENEFIT PAYMENTS	TOTAL
Department of Lands					
Fund	700,800	367,100	49,400		1,117,300
Indirect Cost Recovery					
Fund	84,200	320,000			404,200
Endowment Administrative					
Fund	9,142,800	6,936,800	447,800		16,527,400
Community Forestry					
Fund		20,000		\$20,000	40,000
Federal Grant					
Fund	<u>524,200</u>	<u>962,700</u>	<u>0</u>	<u>1,306,300</u>	<u>2,793,200</u>
TOTAL	\$11,103,700	\$8,900,500	\$583,500	\$1,326,300	\$21,914,000
III. LANDS AND WATERWAYS:					
FROM:					
General					
Fund	\$964,200	\$106,900	\$30,400		\$1,101,500
Department of Lands					
Fund	289,800	1,147,900	11,400		1,449,100
Endowment Administrative					
Fund	<u>2,193,700</u>	<u>3,799,300</u>	<u>105,600</u>		<u>6,098,600</u>
TOTAL	\$3,447,700	\$5,054,100	\$147,400		\$8,649,200
IV. FOREST AND RANGE FIRE PROTECTION:					
FROM:					
General					
Fund	\$1,215,100	\$459,100		\$757,300	\$2,431,500
Department of Lands					
Fund	2,765,700	766,200	\$268,000	873,000	4,672,900
Fire Suppression Deficiency					
Fund	129,500	22,100			151,600
Federal Grant					
Fund	<u>875,000</u>	<u>538,500</u>	<u>0</u>	<u>2,059,100</u>	<u>3,472,600</u>
TOTAL	\$4,985,300	\$1,785,900	\$268,000	\$3,689,400	\$10,728,600

	FOR	FOR	FOR	FOR	
	PERSONNEL	OPERATING	CAPITAL	TRUSTEE AND	
	COSTS	EXPENDITURES	OUTLAY	BENEFIT	TOTAL
				PAYMENTS	
V. SCALING PRACTICES:					
FROM:					
Department of Lands					
Fund	\$188,400	\$46,700			\$235,100
GRAND TOTAL	\$23,431,700	\$17,555,600	\$1,251,300	\$5,015,700	\$47,254,300

SECTION 2. FTP AUTHORIZATION. In accordance with Section 67-3519, Idaho Code, the Department of Lands is authorized no more than two hundred sixty-four and forty-seven hundredths (264.47) full-time equivalent positions at any point during the period July 1, 2014, through June 30, 2015, unless specifically authorized by the Governor. The Joint Finance-Appropriations Committee will be notified promptly of any increased positions so authorized.

SECTION 3. EXEMPTIONS FROM OBJECT TRANSFER LIMITATIONS. For fiscal year 2015, the Department of Lands is hereby exempted from the provisions of Section 67-3511(1) and (3), Idaho Code, allowing unlimited transfers between object codes, for all moneys appropriated for the Forest and Range Fire Protection Program for the period July 1, 2014, through June 30, 2015. Legislative appropriations shall not be transferred from one fund to another fund unless expressly approved by the Legislature.

SECTION 4. EMPLOYEE COMPENSATION. It is the intent of the Legislature, working cooperatively with the Governor's Office, the Division of Human Resources, and the Division of Financial Management, to progress toward the goal of funding a competitive salary and benefit package that will attract qualified applicants, retain employees committed to public service excellence, motivate employees to maintain high standards of productivity, and reward employees for outstanding performance by:

- 1) Adjusting the compensation schedule upwards by 1% to move the salary structure toward market; and
- 2) Continuing the job classifications that are currently on payline exception to address specific recruitment or retention issues; and
- 3) Funding an ongoing 1% salary increase for state employees, and funding the equivalent of a one-time 1% bonus for state employees, based upon employee merit, with flexibility in distribution as determined by the agency directors.

The Legislature also finds that investing in state employee compensation should remain a high priority even in tough economic times, and therefore strongly encourages agency directors, institution executives and the Division of Financial Management to approve the use of salary savings to pro-

1 vide either one-time or ongoing merit increases for deserving employees and
2 also to target employees who are below policy compensation. Such salary sav-
3 ings could result from turnover and attrition, or be the result of innova-
4 tion and reorganization efforts that create savings. Such savings should be
5 reinvested in employees. Agencies are cautioned to use one-time funding for
6 one-time payments and ongoing funding for permanent pay increases.